



**HCA Response to HB 6933
PREDICTABLE SCHEDULING
FOR EMPLOYEES**

Connecticut Chapter

Connecticut Chapter of the Home Care Association of America opposes House Bill 6933 and believes that home health workers should be excluded from this bill. Due to the nature of their work it would be impractical and unworkable to implement predictable scheduling in the home health care industry.

The home health care business is one of constant change. For example:

- Assignments occur quickly based upon the urgency of the needs of a client
- Medical conditions among an agency's clientele may cause a sudden change in condition which may necessitate hospitalization. Some cases may result in suspension of service while others may change to location where services are provided (home to hospital)
- Hospice cases are a large portion of agency business and because it hospice is a choice too often made closer to death (avg. service period of 14 days) and services may cease unexpectedly upon death.
- Caregivers are often employed by multiple agencies and are prone to conflict of schedule that results in last minute withdrawals from already accepted assignments.
- In many respects home health care is fraught with scheduling un-predictability.
- Among the participants in the industry, the worker categories include homemaker services, as defined in section 20-670 of the general statutes, (2) homemaker-home health aide services, as defined in section 19a-490 of the general statutes, or (3) companion services, as defined in section 20-670 of the general statutes. The home health arena is much broader and includes nurses, therapists, durable medical device suppliers and suppliers to mention a few.

Accordingly, the Home Care Association of America (Connecticut Chapter) respectfully requests the opportunity to work with the Labor and Public Employees Committee to exempt those workers whose roles make predictable scheduling impractical and unworkable.